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## VIEWS YOU CAN USE

### FEDLAND

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mist, have to complete a different application for every organization where they wish to be considered. Despite claims of organizational uniqueness, in many cases different applications should not be needed to apply for the same type of job in different agencies. How can the government expect to compete for high-level talent when it makes the application process so difficult?

Although agencies may want to believe otherwise, most potential applicants who are looking for a job are not looking for a job with a specific federal organization. They tell MSPB researchers that they are looking for a

job that utilizes their skills, compensates them adequately, and is in a desirable location. Relatively few are interested only in jobs in a particular agency or organization.

Clearly there is no right or wrong answer to the question posed in the title to this column. While indeed, there may be times when agencies' individual needs set them apart as distinct employers, there are other times when operating as the government where one employer may serve to raise the level of recruitment and selection and achieve economies of scale for all federal organizations.

For this reason, the Office of Personnel Management's new "Recruitment One-Stop" process, in association with its USAJOBS Web site, is a

step in the right direction. This program is intended to provide all potential applicants for federal jobs with a single location where they can find out about federal vacancies and where they can submit a single application for jobs across the government. Hopefully, this effort will serve the needs of the public who are interested in being considered for federal jobs without compromising unduly the unique concerns of different government agencies. ■

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